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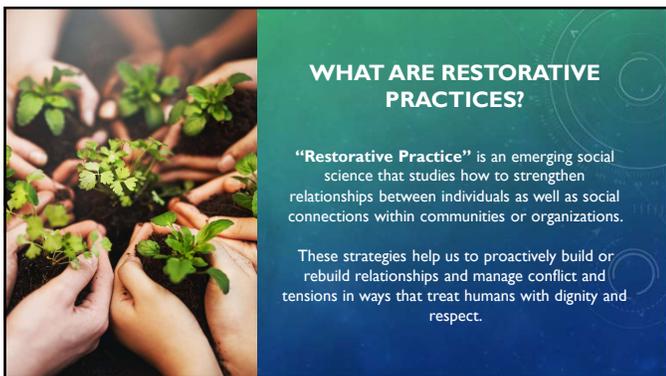
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### WHAT ARE RESTORATIVE PRACTICES?

**Restorative Practices** seek to create safe and supportive spaces where we learn to bravely engage in and learn from crucial, honest, sometimes difficult, conversations.

Rooted in Indigenous traditions and thinking, Restorative Practice helps us recognize our inherent connections to one another and within a community.

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### RESTORATIVE GRIEVANCE MEDIATION – WHY



**Restorative mediation injects restorative principles into the mediation process.**



*In restorative mediation, the mediator will help the parties acknowledge wrongs, work to make things right for all sides & focus on a future without a recurrence of the dispute.*



**Rebuilding trust is a paramount objective. Restorative mediation goes beyond just settling a case or resolving a dispute.**



**A successful restorative mediation will reconcile the interests of the parties and will attempt to reconcile any underlying issues.**

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### RESTORATIVE SEEMS A BIT LIKE . . .

<h4><u>FACILITATIVE</u></h4> <p>In facilitative mediation, the mediator structures a process to assist the parties in reaching a mutually agreeable resolution. The mediator asks questions; validates and normalizes parties' points of view; searches for interests underneath the positions taken by parties; and assists the parties in finding and analyzing options for resolution. The mediator is in charge of the process, while the parties are in charge of the outcome.</p>	<h4><u>TRANSFORMATIVE</u></h4> <p>One word used in transformative mediation is "empowerment". Essentially when we are in conflict, we feel disempowered. The mediator, through curiosity, through reflection, through questioning, gets to explore with the parties what power they do have. A settlement may or may not be reached using the transformative model – however, an improved understanding of one's inherent power and an improved relationship is possible, in lieu of resolution.</p>
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**...BUT THERE ARE SOME DIFFERENCES**

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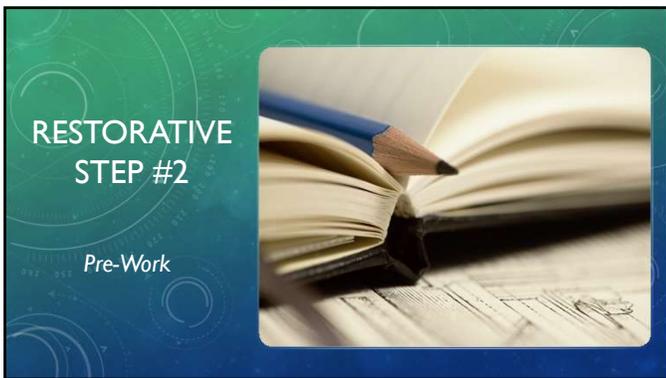
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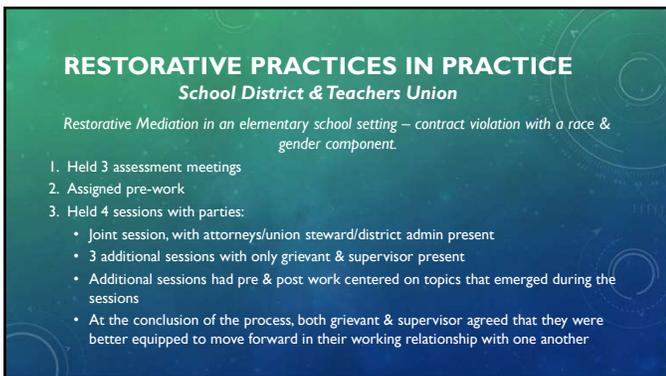
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